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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: San Leandro Unified School District

Name of Bargaining Unit: San Leandro Teachers Association

Certificated or Classified: Certificated

The proposed agreement covers the period beginning: 7/1/2021 (date) and ending: 6/30/2022 (date)

The Governing Board will take action on: 1/11/2022 (date)

Letter requested from Alameda County Office of Education? **No** (indicate yes or no)

A. Proposed Changes in Compensation

	Bargaining Unit Compensation Changes to General Fund as a result of Collective Bargaining Agreement	Annual Cost Prior to Proposed Agreement FY	**Fiscal Impact of Proposed Agreement** (complete Year 2 and 3 for multiyear & overlapping agreements only) Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1.	**Salary Schedule** (Including Step & Column)	$ 46,762,067	$ 2,426,951	$ 2,463,356	$ 2,500,306
			5.19%	5.01%	4.84%
2.	**Other Compensation** Stipends, Bonuses, Longevity, Overtime Differential, Callback or Standby Pay, etc.		$ -	$ -	$ -
			0.00%	0.00%	0.00%
2a.	**Description of Other Compensation** (Listed on Line 2 above)				
3.	**Statutory Benefits -** STRS, PERS, FICA, WC, UI, Medicare, etc.	$ 10,645,161	$ 552,484	$ 571,987	$ 580,566
			5.19%	5.11%	4.93%
4.	**Health/Welfare Increases**	$ -	$ -	$ -	$ -
			0.00%	0.00%	0.00%
5.	**Total Cost of Negotiated Settlement** (Add Items 1 through 4 to equal 5)	$ 57,407,228	$ 2,979,435	$ 3,035,342	$ 3,080,872
			5.19%	5.03%	4.86%
6.	**Total number of represented Employees** (Use FTEs)	486.31	486.31	486.31	486.31
7.	**Total Compensation Average Cost per Employee**	$ 118,047	$ 6,127	$ 6,242	$ 6,335

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **San Leandro Unified School District**

Name of Bargaining Unit: **San Leandro Teachers Association**

The Governing Board will take action on: **1/11/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - UNRESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement As of: 7/1/2021	Column 2 Adjustments as a result of Settlement	Column 3 Other Revisions due to Settlement and/or Other Unit Agreements	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 95,465,464	$ -	$ -	$ 95,465,464
Federal Revenue (8100-8299)	$ -	$ -	$ -	$ -
Other State Revenue (8300-8599)	$ 1,667,582	$ -	$ -	$ 1,667,582
Other Local Revenue (8600-8799)	$ 1,130,997	$ -	$ -	$ 1,130,997
Total Revenues	**$ 98,264,043**	**$ -**	**$ -**	**$ 98,264,043**
Expenditures				
Certificated Salaries (1000-1999)	$ 45,569,388	$ -	$ -	$ 45,569,388
Classified Salaries (2000-2999)	$ 8,484,562	$ -	$ -	$ 8,484,562
Employee Benefits (3000-3999)	$ 13,801,200	$ -	$ -	$ 13,801,200
Books and Supplies (4000-4999)	$ 1,049,896	$ -	$ -	$ 1,049,896
Services & Operating Expenses (5000-5999)	$ 5,871,103	$ -	$ -	$ 5,871,103
Capital Outlay (6000-6599)	$ 8,900	$ -	$ -	$ 8,900
Other Outgo (7100-7299 & 7400-7499)	$ 1,337,630	$ -	$ -	$ 1,337,630
Direct Support/Indirect Cost (7300-7399)	$ (245,548)	$ -	$ -	$ (245,548)
Total Expenditures	**$ 75,877,131**	**$ -**	**$ -**	**$ 75,877,131**
Operating Surplus (Deficit)	$ 22,386,912	$ -	$ -	$ 22,386,912
Other Sources and Transfers In (8910-8979)	$ 0	$ 0	$ 0	$ 0
Other Uses and Transfers Out (7610-7699)	$ 30,000	$ -	$ -	$ 30,000
Contributions (8980-8999)	$ (21,348,761)	$ -	$ -	$ (21,348,761)
Current Year Increase (Decrease) In Fund Balance	**$ 1,008,150**	**$ 0**	**$ 0**	**$ 1,008,150**
Beginning Balance	$ 16,406,651			$ 16,406,651
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	$ 17,414,801	$ 0	$ 0	$ 17,414,801
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)				$ -
Reserved for Economic Uncertainties (9789)	$ 3,865,674	$ -	$ -	$ 3,865,674
Designated Amounts (9775-9780)	$ -	$ -	$ -	$ -
Unappropriated Amounts (9790)	$ 13,549,128			$ 13,549,128

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **San Leandro Unified School District**

Name of Bargaining Unit: **San Leandro Teachers Association**

The Governing Board will take action on: **1/11/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - RESTRICTED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement As of: 7/1/2021	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 787,677	$ -	$ -	$ 787,677
Federal Revenue (8100-8299)	$ 9,306,680	$ -	$ -	$ 9,306,680
Other State Revenue (8300-8599)	$ 14,138,988	$ -	$ -	$ 14,138,988
Other Local Revenue (8600-8799)	$ 7,379,144	$ -	$ -	$ 7,379,144
Total Revenues	**$ 31,612,488**	**$ -**	**$ -**	**$ 31,612,488**
Expenditures				
Certificated Salaries (1000-1999)	$ 15,371,002	$ -	$ -	$ 15,371,002
Classified Salaries (2000-2999)	$ 7,353,644	$ -	$ -	$ 7,353,644
Employee Benefits (3000-3999)	$ 13,277,558	$ -	$ -	$ 13,277,558
Books and Supplies (4000-4999)	$ 2,728,714	$ -	$ -	$ 2,728,714
Services & Operating Expenses (5000-5999)	$ 13,887,895	$ -	$ -	$ 13,887,895
Capital Outlay (6000-6599)	$ 240,400	$ -	$ -	$ 240,400
Other Outgo (7100-7299 & 7400-7499)	$ -	$ -	$ -	$ -
Direct Support/Indirect Cost (7300-7399)	$ 89,448	$ -	$ -	$ 89,448
Total Expenditures	**$ 52,948,660**	**$ -**	**$ -**	**$ 52,948,660**
Operating Surplus (Deficit)	$ (21,336,171)	$ -	$ -	$ (21,336,171)
Other Sources and Transfers In (8910-8979)	$ 0	$ 0	$ 0	$ 0
Other Uses and Transfers Out (7610-7699)	$ -	$ -	$ -	$ -
Contributions (8980-8999)	$ 21,348,761	$ -	$ -	$ 21,348,761
Current Year Increase (Decrease) In Fund Balance	$ 12,590	$ 0	$ 0	$ 12,590
Beginning Balance	$ 10,994,847			$ 10,994,847
Pr. Year Audit Adj./Restatements (9793-9795)				
Current Year Ending Balance	$ 11,007,437	$ 0	$ 0	$ 11,007,437
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	$ 11,007,437	$ -	$ -	$ 11,007,437
Reserved for Economic Uncertainties (9789)				
Designated Amounts (9775-9780)	$ -	$ -	$ -	$ -
Unappropriated Amounts (9790)	$ -			$ 0

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **San Leandro Unified School District**

Name of Bargaining Unit: **San Leandro Teachers Association**

The Governing Board will take action on: **1/11/2022**

D. Impact of Proposed Agreement on Current Year Operating Budget - COMBINED GENERAL FUND

Impact of the Proposed Agreement on the Current Year Operating Budget (EC 42142)	Column 1 Latest Board-Approved Budget Before Settlement As of:	Column 2 Cost of of Settlement	Column 3 Other Revisions due to Settlement	Column 4 Total New Budget (Col 1+2+3)
Revenues				
LCFF Sources (8010-8099)	$ 96,253,141	$ -	$ -	$ 96,253,141
Federal Revenue (8100-8299)	$ 9,306,680	$ -	$ -	$ 9,306,680
Other State Revenue (8300-8599)	$ 15,806,570	$ -	$ -	$ 15,806,570
Other Local Revenue (8600-8799)	$ 8,510,140	$ -	$ -	$ 8,510,140
Total Revenues	**$ 129,876,531**	**$ -**	**$ -**	**$ 129,876,531**
Expenditures				
Certificated Salaries (1000-1999)	$ 60,940,390	$ -	$ -	$ 60,940,390
Classified Salaries (2000-2999)	$ 15,838,206	$ -	$ -	$ 15,838,206
Employee Benefits (3000-3999)	$ 27,078,758	$ -	$ -	$ 27,078,758
Books and Supplies (4000-4999)	$ 3,778,610	$ -	$ -	$ 3,778,610
Services & Operating Expenses (5000-5999)	$ 19,758,998	$ -	$ -	$ 19,758,998
Capital Outlay (6000-6599)	$ 249,300	$ -	$ -	$ 249,300
Other Outgo (7100-7299 & 7400-7499)	$ 1,337,630	$ -	$ -	$ 1,337,630
Direct Support/Indirect Cost (7300-7399)	$ (156,100)	$ -	$ -	$ (156,100)
Total Expenditures	**$ 128,825,791**	**$ -**	**$ -**	**$ 128,825,791**
Operating Surplus (Deficit)	$ 1,050,740	$ -	$ -	$ 1,050,740
Other Sources and Transfers In (8910-8979)	$ 0	$ 0	$ 0	$ 0
Other Uses and Transfers Out (7610-7699)	$ 30,000	$ -	$ -	$ 30,000
Contributions (8980-8999)	$ -	$ -	$ -	$ -
Current Year Increase (Decrease) In Fund Balance	$ 1,020,740	$ 0	$ 0	$ 1,020,740
Beginning Balance	$ 27,401,498			$ 27,401,498
Pr. Year Audit Adj./Restatements (9793-9795)	$ -			$ -
Current Year Ending Balance	$ 28,422,238	$ 0	$ 0	$ 28,422,238
Components of Ending Balance				
Reserved and Legally Restricted (9711-9740)	$ 11,007,437	$ -	$ -	$ 11,007,437
Reserved for Economic Uncertainties (9789)	$ 3,865,674	$ -	$ -	$ 3,865,674
Designated Amounts (9775-9780)	$ -	$ -	$ -	$ -
Unappropriated Amounts - Unrestricted (9790)	$ 13,549,128	$ -	$ -	$ 13,549,128
Unappropriated Amounts - Restricted (9790)	$ -	$ -	$ -	$ -
Unrestricted Reserves Percentage	13.51%			13.51%

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: San Leandro Unified School District

Name of Bargaining Unit: San Leandro Teachers Association

The Governing Board will take action on: 1/11/2022

E. Revised MYP Including the Effects of Collective Bargaining

	Year 1	Year 2	Year 3
Revenues	**FY**	**FY**	**FY**
LCFF Revenue Sources	96,253,141	95,180,435	98,775,402
Federal Revenue	9,306,680	8,799,271	8,799,271
Other State Revenue	15,806,570	17,241,831	17,453,914
Local Revenue	8,510,140	8,553,131	8,562,477
Other Financing Sources	0		
Other Adjustments			
Total Revenue	129,876,531	129,774,668	133,591,064
Expenditures			
Certificated Salaries	60,940,390	60,940,390	61,480,305
Step & Column Adjustment		461,991	831,624
Settlement-Related Costs (+/-)		77,924	90,581
Other Adjustments			
Total Certificated Salaries	60,940,390	61,480,305	62,402,509
Classified Salaries	15,838,206	15,838,206	15,883,820
Step & Column Adjustment		24,289	211,446
Settlement-Related Costs (+/-)		21,326	21,972
Other Adjustments			
Total Classified Salaries	15,838,206	15,883,820	16,117,238
Employee Benefits	27,078,758	29,035,411	29,509,976
Settlement-Related Costs (+/-)			
Books & Supplies	3,778,610	3,711,717	3,810,387
Services, Other Operating Exp	19,758,998	21,310,478	21,814,587
Capital Outlay	249,300	249,300	249,300
Other Outgo (Excluding Transfers of Indirect Costs)	1,337,630	1,337,630	1,337,630
Other Outgo - Transfers of Indirect Costs	(156,100)	(156,100)	(149,492)
Other Financing Uses	30,000	30,000	30,000
Other Adjustments			
Total Expenditures	128,855,791	132,882,562	135,122,137
Net Increase(Decrease) in Fund Balance	1,020,740	(3,107,894)	(1,531,073)
Beginning Fund Balance	27,401,498	28,422,238	25,314,345
Audit Adjustments/Restatements	0		
Ending Balance	28,422,238	25,314,345	23,783,272
Components of Ending Balance			
Revolving & Stores	40,000	40,000	40,000
Restricted Balance & Other Designations	11,007,437	9,323,741	10,168,075
Required Reserve	3,865,674	3,986,477	4,053,664
Unrestricted Balance (Incl Revolving)	13,509,128	11,964,127	9,521,533
ADA Assumption:	8,613	8,241	8,241

Comments (Major changes):

Full amount of negotiated salary increase for all groups included in current adopted General Fund budget - no updates needed.

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

F. State Reserve Standard

1. Calculate State Required Minimum Reserve - Required Reserve for Economic Uncertainty (REU)

		Year 1	Year 2	Year 3
a.	Total Expenditures including Transfers Out and Other Uses	128,855,791	132,882,562	135,122,137
b.	Required Reserve Percentage (REU) for this District	3.00%	3.00%	3.00%
c.	REU Amount:	$ 3,865,674	$ 3,986,477	$ 4,053,664

2. Budgeted <u>Unrestricted</u> Reserve (After Impact of Proposed Agreement)

a.	General Fund Unrestricted REU	$ 3,865,674	$ 3,986,477	$ 4,053,664
b.	General Fund Unrestricted Unassigned/Unappropriated	$ 13,509,128	$ 11,964,127	$ 9,521,533
c.	Special Reserve Fund 17- REU	$ -	$ -	$ -
d.	Special Reserve Fund 17- Unassigned/Unappropriated	$ -	$ -	$ -
g.	Total District Budgeted Unrestricted Reserves	$ 17,374,801	$ 15,950,604	$ 13,575,197

3. Has the minimum state-required reserve been met? **Yes** **Yes** **Yes**

If NO, how do you plan to restore your reserves?

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District:	**San Leandro Unified School District**
Name of Bargaining Unit:	**San Leandro Teachers Association**
The Governing Board will take action on:	**1/11/2022**

B. Narrative Description of Agreement

8. **What was the negotiated percentage increase that was approved?** For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?

3.5% plus $1,600 per cell for certificated salary schedule

9. **Were any additional steps, columns or ranges added to the schedules?**
(If yes, please explain.)

Step 1 / Column 1 also increased by about $500 - roughly $6,500 total impact.

10. **Please include additional comments and explanations as necessary.**
(If more room is necessary, please attach additional sheet.)

11. **Proposed negotiated changes in non-compensation Items**
(e.g. class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Some minor language changes with negible financial impact.

12. **What contingency language is included in the proposed agreement (e.g. reopeners, etc.)?**

No contingency language

13. **Identify other major provisions that do not directly affect the district's costs; such as binding arbitration, grievances procedures, etc.**

None.

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Public Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5

Name of District: **San Leandro Unified School District**

Name of Bargaining Unit: **San Leandro Teachers Association**

The Governing Board will take action on: **1/11/2022**

C. Source of Funding for Proposed Agreement

14. **Source of Funding for Proposed Agreement**

A. If this is a one-time or off-schedule settlement, how will the cost of the proposed agreement be funded and when is the payment expected to be funded?

Majority of funding with be LCFF for unrestricted portions and any contributions for SPED. Categorical programs, including COVID funding for temproarily funded positions, will cover cost of other sections.

B. If this is not a one-time settlement, how will the ongoing cost of the proposed agreement be funded in the current and subsequent years (I.e., what will allow the district to afford this contract on an ongoing basis)?

Cost of settlement will be ongoing with same funding sources.

15. **What are the Specific Impacts (Positive or Negative) on Instructional and Support Programs to Accommodate the Settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (e.g. counselors, librarians, custodial staff, etc.).

Settlement will allow district to continue to attract and retain highly qualified staff during an ongoing teacher shortage.

16. **Will this agreement create, increase, or decrease deficit spending in the current or subsequent year(s)?** "Deficit spending" is when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

The equivalent amount of the cost of this settlement was included in the original budget adopted by the Board for First Interim so no changes to budget required.

17. Were "Other Adjustments" amount(s) entered in the multiyear projections (page 5) for 1st and 2nd subsequent fiscal years?

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent Year	$ -	
2nd Subsequent Year	$ -	

Additional Explanation (if necessary)

No other adjustments.

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San Leandro Unified School District **School District**

Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

CERTIFICATE OF AFFORDABILITY

Certification of the District's Ability to Afford the Costs of a Collective Bargaining Agreement

This disclosure document must be signed by the District Superintendent and Chief Business Official prior to public disclosure and included as part of the public disclosure documentation.

The District projects the total monetary cost of the settlement to be as follows:

For an ongoing cost, please show the ongoing cost in each year. For a one-time cost, only include the cost in the year impacted.

Cost over current budget / MYP	Year 1	Year 2	Year 3	Cumulative cost over 3 years
One-time	-	-	-	-
On-going	-	-	-	-
Total	-	-	-	-

Please check one of the following:

X No budget revisions are necessary for the District to afford this settlement.

___ Budget revisions are necessary for the District to afford this settlement. These revisions are itemized below. The District's budget assumptions are attached, which become an integral part of this document.

Note that if the District does not adopt all of the revisions in the current fiscal year, the County Superintendent is required to issue a qualified or negative certification on the next Interim Report per Government Code (GC) 3547.5(c).

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Indicate any changes from the latest board approved budget:

Budget Adjustment Categories	Change to Fund Balance Increase (Decrease)		
	Year 1	Year 2	Year 3
Revenues/Other Financing Sources			
Expenditures/Other Financing Uses			
Increased salary costs	-	-	-
Ending Fund Balance Increase (Decrease)	-	-	-

Please review the above and sign below:

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official of the San Leandro Unified School District hereby certify that the District can meet the costs incurred under the Collective Bargaining

DocuSigned by:
29AC9A70A0CA4C3...
District Superintendent (Signature)

12/17/2021
Date

Dr. Michael McLaughlin
District Superintendent (Type Name)

DocuSigned by:
Kevin Collins
089BA23CA3A943B...
Chief Business Official (Signature)

12/17/2021
Date

Dr. Kevin Collins
Chief Business Official (Type Name)

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San Leandro Unified School District **School District**

Public Disclosure of Collective Bargaining Agreement

In accordance with AB1200 (Chapter 1213/1991) and GC 3547.5.

Certification of Board Action

The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code 3547.5.

	January 11, 2022
District Superintendent (or Designee) (Signature)	**Date**

After public disclosure of the major provisions contained in this summary, the Governing Board, at its meeting on **1/11/2022**, took action to approve the proposed Agreement with the **San Leandro Teachers Association** Bargaining Unit.

	January 11, 2022
President (or Clerk), Governing Board (Signature)	**Date**

Special Note: The Alameda County Office of Education reserves the right to ask any additional questions or request any additional information we feel is necessary to review the district properly under AB 1200, including a copy of the Tentative Agreement.